App F IX 4

Previous References

1952-53 (Cell)

File No 55-52 -

Serial Nos 99, 100, 109

Later References

Cell Dep 28) /53

C M /-53-54-55

GENERAL AND REVENUE SECRETARIAT

C M /-53-65 66,

C M 65 55-56
LLH 23 BAB 55

PLM 102 G 41

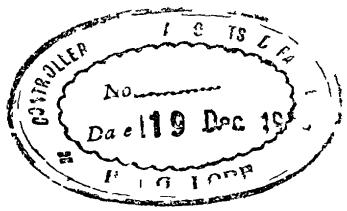
Serial Nos

2+1

Pf/f 65-BAB 55)

PLM 131 G&A 61

PLM 155 GBA 62



Part B for May 1953

SUBJECT

Notice of demand by the corporation Labour Union for grauting enhanced rate of Pay and additional facilites regarding grant of leave, clothing, gratuity etc, to Sweepers and Scavengers

WD 01425—GPB—25 000—15 9 1952

L 2509-12/ dated 25 5 53

The Commissioner, corporation of city of Bangalore

" Labour Commissioner

" Controller, S A-S,

" Assistant, Corporation of the city of B'lore

P 10/(C)

Sanctions

7396 / 8628

Demands of the B'lore Corporation workers

---

1) Letter dated 10 12 82 from the president Corporation Labour Union to the Commissioner Corporation on the above Subject and Copied to this office

Relevant to the Govt. office to whom reps were sent

2) Letter dated 7.2 83 from the Secretary of the Association to the Minister for Law & Labour and P.W.D and L S G on the Subject

L S G Minister's orders on the Letter of 10.12.82

A Report from the Rel. Comm may be called for T.C 14 min 1?

L.S.G Minister's orders on the Letter of 7.2.83

2) For a note (2d) T.C S 2 13 1?

Before putting up a note it is necessary to get a Report from

7396/ml 8628/ml 922 926

Workers of the Bore Corporation Workers

The Commissioner

3) A draft memo letter to the Commissioner Corporation is put up for approval

Dy 21/5/53

Dy 21/5

4) Issue explaining where was a delay of 2 months from the date of receipt of this order

Dy

To the Comm Corpn Bore
The Mayor
L 21214/ml 35-52-100
dated 9-3-53
Calls for information

Dy Engr. 8/5

Various letters dated 27-4-53 and 29-4-53 from the Secretary of the Association to the Commissioner, Corporation and copied to this office.

5) It is learnt that a Sub Committee has been constituted to go into this question

6) The Commissioner's Report as called for in this office letter dated 9 3 53 has not yet been received

7) Draft Reminder is put up for approval

8) Reminder not issued as the Report is received

Dy 10/5/53

Notice of demand by the Corpn of Bangalore for granting enhanced pay and other facilities

3

[App F 111 2

General and Revenue Secretariat

File No 926 V 1089 of 1953-54

WD 02201—CPB—10 000—7 1 53

Serial No

Proceedings

The Council, Corpn of Bangalore No B 1/53-54 dt 11 5 53 forwards the Resolution dated 7 5 53 of the Corporation on the Subject along with the Report

2) A Sub-committee was constituted to go into the question by the Corporation which met four times during the month of April 53, Information on this behalf was obtained from the Corporations Madras, Poona, Coimbatore, Ahmedabad, Madhura and Calcutta After a thorough examination of all aspects of the question and the facilities that this class of employees are getting outside, the Sub-Committee made the following Recommendation to the Corporation:-

(1) The basic pay of male Sweepers only existing of Scavengers to be increased by Rs 2/ P M. — This means giving them the grade of Rs 20-½-24 as against Rs 18-½-22 now obtaining.

(2) An uniform allowance of Rs 3

NOTE-Contn Sheet

7396/ml √8628/ml √922 √926

Notice of demand by the Corporation Labour Unions for grading enhanced pay and other facilities

File No 926 √1089 of 1953-54

General and Revenue Secretariat

Serial No

to be given to the Sweepers working on night Soil, underground drainage, Latrines, &c

(3) One month's Privilege leave and 15 days general leave with Substitutes to be given to every Sweeper and two months maternity leave to women Sweepers with Substitute at a cost

(4) Uniforms to be given on the following Scale -

Males :- 2 Shirts, 2 Knickers and one pair of chappals a year

Females :- 2 Sarees, each of 8 yds 2 jackets and one pair of Chappals a year

(5) House Rent allowance at the enforced Rate of Rs 2/- p m to all the Sweepers

(6) Gratuity to be paid on Retirement at the Rate of one month's pay for every two years of Service Subject to a maximum of 12 months pay.

10) The Corporation which Considered the above Recommendations of the Sub-Committee has approved them in their entirety conditional upon the Unions agreeing not to put forth

Serial No

any other demands for the period of three years and to give effect to the proposal from the date of acceptance by the Unions

11) The facilities recommended at the cost/the Corporation at extra annual expenditure of Rs 1,76,527/- for which necessary provision is stated to have been made in the current years Budget.

12) The posts in the proposal of the Corporation stated cost for Conservancy House rent allowance at a uniform rate of Rs 24- p m to all Sweepers and Scavengers is recommended. Hence the Corporation, instead of its being an extra benefit and to be only to members who are not provided with the municipal/free quarters. The Resolution of the Corporation on the Recommendation of the Sub Committee does not make a specific mention of this any such condition.

13) Again according to the Resolution of the Corporation the proposal is to be given effect to from the date of acceptance by the Unions. It is seen from the Report of the

NOTE—Contn Sheet

7396/Nl 5862/Nl 5922 5926

Notice of demand by the Corporation Labour Unions for grant of enhanced pay and other facilities

File No 926 S 1089 of 1953 Sec.

General and Revenue Secretariat

Serial No

Sub Committee that the Unions have not accepted the Corporation proposals sent to them by the Committee before reaching a decision. The Corporation has now added a further condition that while the sanctioning of these benefits the unions should refrain from asking anything more for a period of three years. If the Unions do not accept the proposals the sanction to the grades will be reduced to a nullity. In this case the proposal may perhaps be premature to come to Govt for sanction. It would have been more appropriate if the proposals have been sent after getting the consent of the Unions.

14) Seen for orders

Sec 10/5/53

SM 14/5

15) The opinion of the union may necessary. If agreed, the Comr will be requested to forward the opinion of the Union

19/5

SECRETARY TO GOVERNMENT 1761 20 MAY 1953 LABOUR DEPARTMENT

Secy

16) The letter from the Commissioner of the

Serial No

the Corporation is self-explanatory The Corporation have considered the demands made by the Sweepers and Scavengers very sympathetically, and they have gone to the maximum extent possible to meet their requests The additional cost involved is Rs. 1,76,527/- per annum The finances of the Corporation are not very good, and I would be hesitant to recommend the proposals for approval by Government, but the Corporation appears to have been actuated by a genuine desire to satisfy the legitimate demands of the poor officials I have discussed the matter with the Commissioner of the Corporation He says that even these concessions are not likely to satisfy some of the intransigent elements in the Labour Union. It is understood that nearly 500 members of the Civil Station Labour Union have given notice of strike from the 28th May 1953 It would not be correct to concede an unreasonable request under the threat of a strike, but as I have already pointed out the Corporation authorities appear to be sincere in their desire to help the poor officials and have gone to the utmost in giving fairly satisfactory conditions of service The proposals made by the Commissioner in his letter of 11th May 1953 may therefore be approved The Commissioner has said that the Sub Committee of the Corporation have recommended that these proposals be approved if the Union agree that they will not

NOTE—Contn Sheet

7396/Rd 5628/Rd 1922 1926.

Demands of the Bangalore Corporation workers

File No 8 1089/Rd of 19

General and Revenue Secretariat

Serial No

put forth any other demands for a period of 3 years I am doubtful about the legal validity of such a condition, but the Commissioner tells me that such a condition was put in on the advise of the Labour Commissioner So the proposals might be approved subject to the conditions mentioned If the sweepers and scavengers are not satisfied with these generous concessions and persist in their unreasonable attitude of attempting to go on a strike the Corporation will be advised to consider the possibility of referring the dispute to the Conciliation Board for arbitration under the Labour Act If this is done, the Unions cannot go on a strike in accordance with Law The Corporation could present their case before the Tribunal, and abide by any decision which they may give

OFFICE OF THE MINISTER FOR PUBLIC HEALTH & LOCAL GOVERNMENT.
22 MAY 1953
No. 1051

17) Early orders are solicited

G V K Rao 21/5

(G V K RAO)

SECRETARY TO GOVT. OF MYSORE
1849
22 MAY 1953
PUBLIC HEALTH & LOCAL GOVT. DEPARTMENT

Min L S.G & P H) through) Fin Secretary) 18) 21 5 53 21/5

19) I agree.

20) Please submit to the Chief Minister also

21) 22/5/53

22 5 53 22/5 22/5

Proceedings of the Public Accounts Committee

[illegible]

Sanction for Rs. 1000/- is accorded [illegible]

[illegible]

Copy put up for approval

Signed Copies are put up for Immediate Communication

Sd/-

Sd/-

Sd/-

File No of 19

General and Revenue
Secretariat

Serial No

Appendix I (G—1]

SUBJECT

C/Y 35-52-100

Section

File No

Serial No

y No of letter replied to

No L 21214/E 2

To A 9353

The Commissioners

Corporation of the City of Bla

(Through the Mayor)

Sir,

I am directed to forward

herewith an original letters

dated 10.12.52 and 7.2.53

received from the Corporation

Labour Union giving notice

of the demands & the workers

for higher wages, Dearness

allowance, Leave facilities and

Terms of Service etc and

to Request that a Report

General and Revenue Secretariat

( )

the *195*

•Date of issue

Signed by

List of enclosures..

Copied by ....

Examined by ... ...

....

WD 01416—GPB—30 0C●—11-10 52

Thereon may be forwarded to Govt

Very early

Yours faithfully

27/2

Asst. Secy to Govt

Manager - Branch

21/2/53

3

REGD NO 29

THE CORPORATION LABOUR UNION

காபபரேஷன தொழிலாளர சங்கம

No.2 China Bazaar Road,

Bangalore 1

Date 29.4.53

REVENUE SECRETARIAT 922 MAY 1953 GAL BRANCH

To

The Commissioner,

Corporation of the City of Bangalore, Bangalore

Sir,

As you are aware, on 10 12 1952 we had submitted to you a Demand Notice on behalf of the workers of the Corporation of the City of Bangalore, with regards to their grievances and redressal of the same. But we regret to inform you that no satisfactory action has so far been taken by the Corporation Authorities to redress the grievances and the concerned authorities were not prepared to concede to any of the major demands The events that have followed after the presentation of the demand notice, the way in which the authorities have tried to tackle the problem, clearly illustrates the hostile attitude towards the workers We tried our best to have a reasonable settlement and all the efforts made by us were of no avail Here we wish to point out that after the negotiations carried with the authorities being failed, the Conciliation proceedings arranged by the Conciliation Officer not being materialised, we made a representation to the Labour Minister who called the authorities to settle the matter. He also asked us to allow some time to the authorities to go into the details for the settlement of the matter which we agreed

Subsequent to the instructions given by the Labour Minister the Corporation council appointed a nine men committee for settling the matter. The committee taking sufficiently long time to discuss the matter, refused to grant any of the major demands such as increase in basic wages, D A and house rent, which have a direct bearing on the living condition of workers.

Added to this the Corporation Authorities instead of granting the demands they have served termination notices to 150 Mobile Gang

Men terminating their services from 1st May 1953, throwing them into the streets at these critical days. In this connection we wish to draw your kind attention that these workers have put in 5 to 30 years' services. While termination notices were served the concerned authorities did not even follow the fair labour practice. The only reason for termination is the hasty decision of the standing committee. As the termination of these workers is unjust, we have also resolved to demand the authorities to withdraw the termination notices and stop retrenchment.

Due to careless, hostile attitude of the authorities, the workers are impatient and restless. Hence, according to the Resolutions passed by the workers as a last resort, we are forced to take direct action by serving a strike notice which is appended below, in case the matter of demands is not reviewed and considered sympathetically.

Appendix- Strike Notice

Whereas the demands of the Corporation Workers put forth by us on behalf of the employees have been over-looked and rejected by the Corporation Authorities, we hereby give you 15 days strike notice from to-day the 27th April 1953.

On and after the date of expiry of the specified date, we the workers will go on strike on any day after the 11th May 53.

We hope that at least now, the Corporation Authorities will realise the seriousness of the situation and concede the just demands thereby avoiding unhappy situation.

Copy submitted to -
Labour Commissioner
Asst Labour Commissioner.
Conciliation Officer
Labour Minister for Labour
Local Self Minister, for Local Self Govt
Health Officer,

Yours faithfully,
U.V. Ramaiah
for President,
(Secretary)

The City Corporation Sanitary Workers Association.

L 20 CORPORATION OFFICE
COMPOUND
BANGALORE CITY

Ref No 1442

Date 29th April 1953

To,

The Mayor
Corporation of the City of Bangalore
Bangalore.

Sir,

As you are aware on 19-12-52 we had submitted to you a Demand Notice on behalf of the workers of the Corporation of the City of Bangalore, with regard to their grievances and redresal of the same. But we regret to inform you that no staisfactory -- action has so far been taken by the Corporation authorities to redress the grievances and the concerned authorities were not prepared to concede to any of the Major demands. The events that have followed after the presentation of the demand notice, the way in which the authorities have tried to tackle the problem, clearly illustrates the hostile attitude towards the -- workers. We tried our best to have a resonable settlement and all the efforts made by us were of no avail. Here we wish to point out that after the negotiations carried with the authorities being failed, the conciliation proceedings arranged by the Conciliation Officers not being materialised, we made a representation to the Labour Minister who called authorities to settle the matter. He also asked us to allow some time to the authorities to go into the details for the settlement of the matter which we agreed.

Subsequent to the instructions given by the Labour Minister the corporation council appointed a nine men Committee for settling the matter. The committee taking sufficiontly long time to discuss the matter, refused to grant any of the major demands such as increase in basic wages, D.A. and house rent, which have a direct bearing on the living condition of workers.

Added to this, the corporation Authorities instead of granting the deamnds they have served notices for termination of 150 mobile gang men terminating their services from 1-5-53, throwing them into the streeets at these cretical days. In this connection we wish to draw your kind attention that these workers have put in 5 to 30 years services. While termination notices were served the concerned authorities did not even follow the fair

Labour practice. The only reason for termination is the last decision of the Standing Committee. As the termination of th workers is unjust, we have also resolved to demand the [illegible] ties to withdraw the termination notices and stop retrenchment

Due to the careless, hostile attitude of the [illegible] the workers are impatient and restless. Hence, according to Resolutions passed by the Workers as a last resort, we are f to take direct action by serving a strike notice which is — ppended below, in case the matter of demands is not review and considered sympathetically.

[illegible] NOTICE

Whereas the demand of the Corporation [illegible] put forth by on behalf of the employees have been ever looked and reject by the Corporation Authorities, we hereby give you 15 days strike notice from today the 27th April 1953.

[illegible] the date of expiry of the specified date, w workers will go on strike on any day after the 11th May 1

We hope atleast now, the Corporation Authorities will re the seriousness of the situation and concede the just dema thereby avoiding unhappy situation.

Yours faithfully

[illegible]

Secretary

Copy submitted to:-
Labour Commissioner
Asstt Labour Commissio
Conciliation Officer
Labour Minister
Local Self Minister
Health Officer.

The City Corporation Sanitary Worker's Association

REGD OFFICE NO 110
20 CORPORATION OFFICE
COMPOUND
BANGALORE CITY

Ref No ____ Date _____ 195

The follwoing resolutions were passed unanimously at a meet. of the Workers of Corporation held at Cubbon Park on 26-4-1953 under the presidentship of Sri M.Nagiah, Vice President, the City Sanitary Workers Union.

1. This meeting resolved that "If the Corporation Authorities fail to ~~xxxxxxx~~ concede the just demands stated in the Notice of change served by the Union and if the Authorities do not stop retrenchment of 150 Mobile Gangmen with 15 days from 21-4-1953, they will be forced to go on strike on or after the expiry of the specified period.

2. This meeting resolves that 'Sri Narasamma wife of late Venkatappa, no asked to work in Sri Chellaram Laternity Hospital be transferred by the authorities to High Grounds Laternity Hospital Division to work as a Swooper' according to her own wish.

3. This meeting resolves that after closely observing the behaviour of the following clerks in the Corporation; (1) Krishna Murthy, (2) Seshagiri Rao, (3) Garuraja Rao, who have been delaying in the disposal of complairt petitions etc. of the wrokers, be transferred by the Corporation Authorities' so also Mr.Channa rayappa, the Assistant Health Officer who has been giving trouble to rorkers be transferred by the Corporation authorities.

4. This meeting resolves 'that fully realising the potential danger of increase in food prices etc., with effect from the removal of rationing system by the Government of Mysore from 1-6-1953, this meeting urges upon the Corporation authorities to continue the existing Corporation Depots and open new Fair Price Depots.

5. This meeting resolves that '1st of may being the 'International Workers Day', the Workers demand that the May Day be declared as Holiday by the Corporation Authorities. In the event May Day, is not declared a Holiday, the Workers decide to voluntarily stay from attending to work, for which this may be considered by authorities as a Notice of Strike.

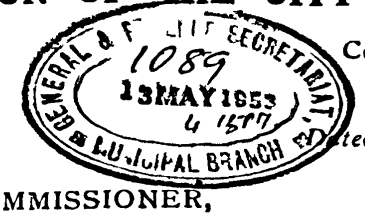
-ooOoo-

8

CORPORATION OF THE CITY OF BANGALORE.

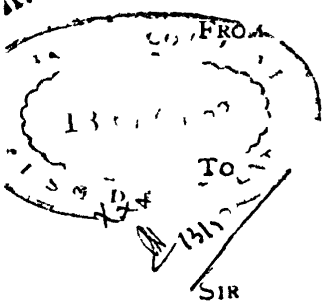
IMMEDIATE

No BI 13-54
Cave 4



CORPORATION OFFICES,
BANGALORE

Dated 11th May 1953



THE COMMISSIONER,
CORPORATION OF THE CITY OF BANGALORE,
BANGALORE

The Secretary to the Government of Mysore,
Local Self Government Department,
Bangalore.

SUBJECT Notice of demand by the Corporation Labour Union for granting enhanced rate of pay and additional facilities regarding grant of leave, clothing, gratuity etc to sweepers and Scavengers

REFERENCE Your letter No L.21214/C & 35-52-100 dated 9-3-1953

I write to inform you that the Corporation at their adjourned meeting held on 7-5-1953 resolved that the recommendations of the sub-committee constituted for the consideration of the demand made by the Corporation Labour Unions, be approved, provided they agree that they will not put forth any other demand, for a period of 3 years and that the same be given effect to from the date of acceptance by the unions - vide copy of the resolution enclosed

The main features regarding this case is as below -

The scale of pay of the sweepers, Scavengers and gangmen of the erstwhile City Municipality was revised to Rs 18-1-22 with effect from 1-1-47 and that of the Civil Station from 1-12-48 since the leave rules applicable to this staff that were in force in both the municipalities varied in some respects, the Corporation in their resolution No 82 dated 23-11-1950 and subsequent resolution No 73 dated 11-10-51 recommended the adoption of a uniform policy regarding grant of leave, payment of Gratuity etc to all the sweepers, Scavengers and gangmen working in Health Department This resolution is now before the Government and if it is approved, it will benefit the city sweepers with regard to house rent and gratuity and the Civil Station sweepers in regard to leave

1. In the meanwhile, the notice of demand by the Corporation Labour Union for granting enhanced pay, and additional facilities regarding leave etc was received from the Conciliation Officer. Thereupon a detailed statement showing the rules in force, the proposals pending approval of Government, the several demands made by the Corporation Labour Union, the remarks of the Health Officer on each representation together with another statement showing particulars regarding the scale of pay and other facilities granted to the sweepers and scavengers in other Corporations and Municipalities in India, were placed before the Standing Committee (Health) and Standing Committee (Taxation & Finance) and they at their meetings held on 24-2-53 and 10-3-53 recommended that the matter may be referred to the Corporation This was accordingly done and the Corporation at their meeting held on 25-3-1953 resolved that a Sub-committee be constituted to go into this question and report very early

The first meeting of the Sub-committee was held on 3-4-1953 and the subsequent meetings on 8-4-53 and 10-4-53 The Sub-committee discussed the demands made by the Unions thread bare after comparing the terms and conditions of service in this Corporation with those prevailing in other Corporations and Municipalities specially in South India The President and Vice-President of both the City and Civil Station Labour Unions also participated in the meeting on 10-4-53 on invitation The Health Officer then stated that the following demands may be considered favourably as these concessions and facilities were being given by the other sister Corporations in South India

1 Supply of uniforms, to all the sweepers and Scavengers

2 Payment of unclean allowance to those who work on nightsoil, rubbish lorries and underground sewers.

3. House rent allowance at Rs 2/- p m to those not provided with quarters

4 One months sick leave and 15 days general leave with substitute to be given to every sweeper

5 Gratuity on retirement at one month's pay for every two years of service with a maximum of 12 months pay

Similar facilities to be given to sweepers and gangmen of the Engineering Department

The representatives of the Labour Unions were asked to place the above proposals before their respective associations and to send their replies Replies are received to the effect that the tentative proposals of the Sub-committee are not acceptable and that the question of increasing the basic pay and the dearness allowance should be considered

The Sub-committee finally met on 28-1-1953 and the following recommendations were made unanimously

1 The basic pay of male sweepers only inclusive of scavengers to be increased by Rs 2/- p m and the revised grade will be Rs 20-2-24 for males only

2 An unclean allowance of Rs 2/- p m to be given to the sweepers working in nightsoil, underground drainage and rubbish lorries as per the statement given by the Health Officer

3 One month sick leave and 15 days general leave with substitute to be given to every sweeper and scavenger

4 Maternity leave for sweeper women with substitute

5 Uniforms on the following scales be given to sweepers and scavengers

Males - 2 shirts, 2 knickers and one pair of chappals a year

Females - 2 sarees, each of 8 yards, 2 jackets and one pair of chappals a year

6 House rent allowance at the uniform rate of Rs 2/- p.m to all the sweepers and scavengers who are not provided with municipal free quarters (This is already approved by the Corporation and is pending sanction of the Government),

7 Gratuity to be paid on retirement at the rate of one month's pay for every two years service with a maximum of 12 months' pay (This is already approved by the Corporation and is pending sanction of the Government)

8 Similar facilities to be given to sweepers of the Engineering Department and also leave allowances and gratuity to the other gangmen of the Engineering Department

The above recommendations were approved by the Corporation The additional cost involved works out to Rs 1,76,528 per annum As necessary provision for this is made in the current year's budget under Miscellaneous Account - Lumpsum provision for additional staff and revision and amenities to sweepers and scavengers, I request that the Government may be pleased to approve the Corporation's resolution and accord sanction to the expenditure involved

p t o

Copy of the report of the Sub-committee is also enclosed for information

Forwarded with compliments

(P HANUMANTHIAH,)
MAYOR

Yours faithfully,

11/5

(K HANJAPPA,)
COMMISSIONER

11/5

THL/
11/5/53

RESOLUTION PASSED AT THE ADJOURNED MEETING OF THE CORPORATION OF THE CITY OF BANGALORE, HELD ON THE 7TH MAY 1953

URGENT ADDITIONAL SUBJECT

1. Report of the Sub-Committee constituted for the consideration of the demands made by the Corporation Labour Unions regarding enhanced rate of pay, dearness allowance and additional facilities regarding leave, clothing gratuity, etc

Sri A.Chengalroya Naidu moved the following resolution -

"Resolved that the following recommendations of the Sub-Committee constituted for the consideration of the demands made by the Corporation Labour Unions, be approved, provided they agree that they will not put forth any other demands for a period of 3 years, and the same be given effect to from the date of acceptance by the Unions

	Extra Expenditure
(1) That the basic pay of male sweepers (inclusive of Scavengers) only to be increased by Rs.2/- per month and the revised grade will be Rs.20-½-24.	Ps.32,500/-
(2) That an unclean allowance of Rs.2/- per month to be given to the sweepers working in night soil, underground drainage, rubbish lorries, etc., as per the statement given by the Health Officer.	Ps.13,080/-
(3) That one month sick leave and 15 days general leave with substitute to be given to every sweeper and 2 months maternity leave with substitute for sweeper women in a year ..	Rs 36,890/-
(4) That uniforms on the following scale to be given - Males- 2 shirts, 2 knickers and one pair of chappals a year Females - 2 sarees, each of 8 yards, 2 jackets and one pair of chappals a year ..	Ps.52,225/-
(5) That house rent allowance at the uniform rate of Rs 2/- per month to all the sweepers (This is already approved by the Corporation and is pending sanction of Government). ..	Rs.20,400/-
(6) That Gratuity to be paid on retirement at the rate of one month's pay for every 2 years of service with a maximum of 12 months pay (This is already approved by the Corporation and is pending sanction by the Government)	Rs.13,200/-
TOTAL	Rs 1,70,295/-
AND That similar facilities to be given to sweepers of the Engineering Department and also leave allowances and gratuity to the other Gangmen of the Engineering Department ..	Rs. 6,232/-
GRAND TOTAL	Rs.1,76,527/-.

Sri.C Rajagopalachar seconded the resolution and it was passed

Sd/- P. Hanumanthiah,
MAYOR

" C O P Y ",

FOR COMMISSIONER,
CORPORATION OF BANGALORE

VKR 11/5/53.

11/5

13

REPORT OF THE SUB-COMMITTEE CONSTITUTED FOR THE CONSIDERATION OF THE DEMANDS MADE BY THE CORPORATION LABOUR UNIONS REGARDING ENHANCED RATE OF PAY, DEARNESS ALLOWANCE AND ADDITIONAL FACILITIES REGARDING LEAVE, CLOTHING, GRATUITY ETC.

The Corporation on 25-3-1953 passed a resolution that the recommendation of the Standing Committee (Taxation & Finance), dated 10-3-1953 and of the Standing Committee (Health) dated 24-2-1953 regarding notice of demands by the Corporation Labour Union for granting enhanced rate of pay and additional facilities etc., to be referred to a sub-committee and the following members were elected for the same.

1. Sri. P. Hanumanthiah, Mayor
2. " A.C. Naidu
3. " G.V. Challam
4. " N. Rama Murthy
5. " Muninanjappa
6. " J. Lingaiah
7. " K. Narayana
8. " G. Abdur Rahman Khan
9. " B. Basavalingappa
10. Health Officer (Ex-Officio Member)

The Sub-Committee met 4 times on 3-4-1953, 8-4-1953, 10-4-53 and 28-4-1953.

At the outset the Health Officer explained in detail to the members of the Committee the 19 demands of the Labour Union and he read out the letters received from the two Labour Unions of the City and Civil Station Area. The Health Officer laid before the house the information received from various sister Corporations and Municipalities like, Madras, Poona, Coimbatore, Ahmedabad, Madhura, Calcutta etc.

The demands made by the Corporation Labour Unions are as

City Area - (Corporation Sanitary Worker's Association)

1. To fix a permanent salary of Rs.35/- to each of the employees (Sweepers, scavengers etc.) of the Corporation.

2. To increase the dearness allowance to Rs.40 per month as the present dearness allowance is very insufficient.

3. To sanction a sum of Rs.10 as house allowance to the employees who do not own their own houses.

4. To sanction a sum of Rs.5 extra as City Allowance

5. To supply uniforms (2 sets per year) both to the males and female employees of the Corporation in addition to one pair of foot-wear.

6. To supply ambulance free of cost to the sick and to the pregnent cases to attend to the hospital.

7. To sanction grant of or gratuity to the employees who will be retired from service.

8. Each male employee should be granted one month's sick leave and 15 days casual leave in an year and in case if the disease is not cured such persons should be granted further leave on half pay at least.

9. To pay Provident fund to the employees.

10. To pay a further extra allowance of Rs.5 to each of the employee who works in drains and also to scavengers.

11. Any person either male or female if appointed, should made permanent within a period of three months from the date entertainment.

12. House sites should be provided free of cost and further help should be rendered to such grantees by way of supplying doors, windows and other building materials in addition to - financial help to meet labour charges.

13. Educated persons amongst the employees should be raised to higher position according to their qualifications and - servic

14. The salaries should be disbursed within the 10th of every month as per the wages xxxx act.

15. Lands should be sanctioned to the retired employees for carrying on agricultural operations for their future maintenance.

16. Three months maternity leave should be granted to the female employees with full pay.

17. All the future appointments of sweepers, scavengers - etc., to the Corporation should be recruited through our Associ ation.

18. Sanitary arrangements including light and water supply ould be made in the localities where the sweepers scavengers etc., reside.

19. Sanction of scholarship to our children who are studying in schools.

Civil Area -(The Corporation Labour Union)

1. A minimum wage of Rs.35 per mensem should be paid to all employees of the Corporation of Bangalore.

2. The starting salaries and increments of the following categories of unskilled, semi-skilled and skilled employees of of the Corporation should be fixed at-

Unskilled workers:-
Conservancy, Engineering, Road, Gang, Sewage, main drain, malaria, garden etc. Rs.35-1-45

Semi-skilled workers:-
Electrical switchers. Mainstries Water works, Pipe jointers, brick-layers, fitters, pumping station drivers and cleaners etc. Rs.40-2-60

Skilled workers
General workshop and electrical workshop fitters, Firemen, Turners, Linkers, Black-smiths, Carpenters, Meter Fitters etc. Rs.55-3-85

3. A uniform dearness allowance of Rs.35/- per mensem should be paid to all workers.

4. Leave Facilities-

(a) One month's privilege leave with wages and D.A. should be granted to all employees for every year of service with a right to accumulate for a period of 2 years.

(b) Casual leave 15 days in a year with pay and D.A. should be granted.

(c) Sick leave of one month with pay and D.A. should be granted in a year.

5. Maternity leave of 3 months with pay and D.A. should be granted to all female employees.

6. Free living quarters should be provided for all permanent employees and till then a house rent allowance of Rs.10/- per mensem should be paid to those who are without living quarters.

7. Free educational facilities should be provided to the children of Corporation employees and night schools should be opened for the benefit of Corporation workers.

8. Free medical facilities should be provided to all Corporation employees and their dependants, including Ambulance Service.

9. Monthly payment of wages to Corporation employees should be made on or before 10th of every month.

10. All temporary and casual employees who have put in a service of six months should be made permanent.

11. Provident Fund Scheme for the benefit of employees should be introduced.

12. An annual supply of two sets of suitable uniforms to male employees and 2 sarees and 1½ jackets to female employees should be made.

13. All the employees should be supplied with 2 pairs of chappals in a year and they should also be provided with a raincoat.

14. All employees should be granted a weekly holiday.

15. Contract system should be abolished and recruitment of employees should be direct.

16. Provision should be made for the monthly supply of castor-oil, soapnut powder and half a bottle of phenyle.

17. An unclean allowance of Rs.5 per mensem should be paid to those who work in filth, foul-gas and sewage etc.

18. Suspension and dismissal of employees should not be made withoutholding a thorough and proper enquiry and the employees should have the right of being represented by the Union Officials at such an enquiry.

19. A co-operative Stores should be started for the benefit of the employees and the same should be managed by a Board of Directors, inclusive of a Union Representative.

The demands made by the Unions were discussed thread-bare after comparing the terms and conditions of service in our Corporation with those prevailing other Corporations and Municipalities.

The demands may be generally divided into major demands and minor demands. Minor demands like free ambulance and medical facilities, payment of wages on the 10th of every month etc., were already being given. With regards educational facilities it was recommended that Government may be addressed in the matter.

As regards the major demands there was discussion at length. Office bearers namely the President and Vice-President of both the City and Civil Station Labour Unions attended the meeting on invitation on 10-4-1953. The Health Officer explained the tentative proposals of the Committee. The Labour Union Representatives explained their stand point of view and said that the cost of living has gone up very high and as such the basic pay and D.A. may be increased in addition to other facilities. The Health Officer stated that the following demands of the Labour Unions may be considered favourably, as these concessions and facilities were being given by the other sister Corporations in South India.

1. Supply of uniforms to all the sweepers and scavengers.
2. Unclean allowance to be paid to only those who work in night soil, rubbish lorries and under ground sewers.
3. House rent allowance at the rate of Rs.2/- p.m. to those who are not provided with quarters.
4. One month sick leave and 15 days General leave with substitute to be given to ever sweeper.
5. Gratuity to be paid on retirement at the rate of one month's pay for every two years of service with a maximum of 12 months pay.

   Similar facilities have to be given to sweepers of the engineering section and leave allowance and gratuity to gangmen in that department.

The Representative of the two labour unions were asked to place the tentative proposals of the Sub-Committee before their Associations and send replies to the Committee. Replies have been received from the City and Civil Station Labour Unions to the effect that the tentative proposals of the Sub-Committee are not acceptable and that the question of increasing the basic pay and dearness allowance should be considered.

On the Sub-Committee finally met on 28-4-1953. At this meeting it was brought to the notice of the members that a "Strike Notice"

has been given by the Corporation Labour Union dated 27-4-1953. After considering all the points, the following recommendations were made unanimously:-

		Extra Expenditure
(1)	The basic pay of male sweepers (including Scavengers) only to be increased by Rs.2/- p.m. and the revised grade will be Rs.20-½-24.	Rs. 32,500
(2)	An unclean allowance of Rs.2/-p.m. to be given to the sweepers working in night soil, underground drainage, rubbish lorries etc., as per the statement given by the Health Officer..	Rs. 13,080
(3)	One month sick leave and 15 days - general leave with substitute to be given, to every sweeper and two months' ~~in a year~~ maternity leave to sweeper women with substitute in a year	Rs. 36,890
(4)	Uniforms on the following scale to be given:-	
	Males - 2 shirts, 2 knickers and one pair of chappals a year Females - 2 sarees, each of 8 yards 2 jackets and one pair of chappals a year	Rs. 52,225
(5)	House rent allowance at the uniform rate of Rs.2/-p.m. to all the sweepers (this is already approved by the Corporation and is pending sanction of the Government) ..	Rs. 20,400
(6)	Gratuity to be paid on retirement at the rate of one month's pay for every 2 years service of with a maximum of 12 months pay. (This is already approved by the Corporation and is pending sanction of the Government)	Rs. 13,200
	Total.	Rs.1,70,295
	Similar facilities to be given to sweepers of the Engineering Department and also leave allowances and gratuity to the other gangmen of the Engineering Department ..	Rs. 6,232
	Grand Total ..	Rs.1,76,527/-

P.Hanumanthaiah
Mayor,
Corporation of Bangalore.

- True Copy -

N Siddalingaiah
Commissioner,
Corporation of the City of Bangalore

8 Free medical faci
employees and the

9. Monthly payment o
made on or before

10. All temporary and
of six months sho

11. Provident Fund sc
introduced.

121. An annual supply
employees and 2 s
should be made

13. All the employees
in a year and the

14. All employees sho

15. Contract system s
employees should

16. Provision should
oil, soapnut powd

17. An unclean allowa
those who work in

18. Suspension and di
without holding a
employees should
the Union officia

19. A co-operative St
of the employees
of Directors, inc

N.B. In the City Area, 470 sweepers, out of 1123, have been pro

In the Civil Area, 639 sweepers out of 728, have been prov
house rent of Rs.2/- p.m.

In the proposed rules, it is recommended that the House Re
with free quarters.

It has been proposed in the Budget Estimates for the curr
quarters.

All the sweepers and Gangmen working in the Health Departm
month each, while the others get Rs.20/-.

Free medical facilities are provided to all.

Ambulance service is being rendered, free of cost.

Rationed articles are being supplied to them in separate C

Gratuity.

(REAL

Q STATEMENT SHOWING THE PARTICULARS OF SALARY, LEAVE RULES AND OTHER FACIL EMPLOYED BY T

Strength of staff on the grade pay of Rs.18-½-22				Existing Leave Rules		Proposed Rules (approved by t Corporation an pending orders the Government
	M	F	T	City Area	Civil Area	
1				2		3
1. General Sanitation	968	818	1786	15 days'casual leave with pay and without substitute in a calender year	15 days' leave on full pay with substitute in a year	One month's lea on full pay for the year with substitute
2 Compost	19	-	19			
3. N I G.	50	-	50			
4. Market	45	6	51	8 Weeks Maternity leave for woman Sweepers (2 weeks prenatal and 6 weeks antenatal) with pay and substitute	2 months Maternity leave for sweeper woman with pay and substitute	2 months' Mater nity leave with substitute for sweeper women in a year
5 Slaughter House	16	-	16			
6. Pounds and Cattle Sheds	6	-	6			
7. Main Drain Gang	16	-	16			
8 Pipe Line Gang	21	-	21			
9 Kalihat Gang	24	-	24	Half a day's leave on Sundays and other General holidays	Half a day's leave on Sundays and other General holidays	
10. Malaria Gang	86	-	86			
11. Cyanogas Gang	50	-	50			
	----	---	----	No house rent allowance		House Rent All ance of Rs.2/ month for thos sweepers who a not provided w quarters
Total	1321	824	2145			
	----	---	----			
				One month's sick leave with Pay and substitute in a calender year. Two months Sick leave (Long leave) is granted to sweepers of City in a year on long and protracted sickness the number thus granted not exceeding 10 in a year as per the G.O. No. L.16150-52/ M1.10-46-147, of 20-5-1947, in addition to the one month's Sick leave already admissible	No sick leave. One month's pay for every two years of service with a maximum of 12 months pay, as Gratuity at the end of service or retirement	Gratuity at th rate of one mo pay for every years of servi with a maximum 12 months' pay the end of serv The last pay dr by the sweeper be taken as one month's pay.

ARTMENT)

S AFFORDED BY THE BANGALORE CORPORATION TO THE SWEEPERS, GANGMEN, ETC ,
ALORE CORPORATION

Representations of the Labour Union	Remarks
4	5
1 A minimum wage of Rs.35/- per mensem should be paid to all employees of the Corporation of Bangalore.	
2 The starting salaries and increments of the following categories of unskilled, semi-skilled and skilled employees of the Corporation should be fixed at -	
(a) Unskilled Workers - Conservancy, Engineering, Road, Gang, Sewage, Main Drain, Malaria, Garden, etc., Rs. 35-1-45	As this matter involves additional expenditure of about Rs.9,00,000 per annum, this will be placed before the Corporation
(b) Semi-skilled Workers - Electrical Switchers, Maistries, Water Works, Pipe Jointers, Brick-layers, fitters, Pumping Station drivers and cleaners etc., Rs. 40-2-60	
(c) Skilled Workers - General Workshop and Electrical Workshop fitters, Firemen, Turners, Tinkers, Blacksmiths, Carpenters, Meter fitters, etc., 55-3-85.	
3 A uniform Dearness Allowance of Rs.35/- per mensem should be paid to all workers	
4 Leave Facilities	
(a) One month's privilege leave with wages and D.A. should be granted to all employees for every year of service, with a right to accumulate for a period of two years	Grant of one month's leave as per Corporation Resolution is equal to what is permitted under M.S.R. For administration and sweepers the Corporation resolution is convenient.
(b) Casual leave 15 days in a year with pay and D.A. should be granted.	
(c) Sick leave of one month with pay and D.A. should be granted in a year.	
5 Maternity leave of 3 months with pay and D.A. should be granted to all female employees	The Corporation has already approved for the grant of 2 months Maternity leave irrespective of ante-natal and post-natal period. This is better than the Government Rules.
6. Free living quarters should be provided for all permanent employees and till then a house rent allowance of Rs.10/- per mensem should be paid to those who are without living quarters	This has been an accepted policy. The Corporation has already recommended the payment of house rent of Rs.2/- per month to those who have not been provided with free quarters.
7 Free educational facilities should be provided to the children of Corporation employees and night schools should be opened for the benefit of Corporation workers.	This may be recommended to Government.

N Sadasivaiah
for Commissioner
Contd 2 [illegible]

4	5
s should be provided to all Corporation pendants, including Ambulance service.	This is being given
es to Corporation employees should be 10th of every month.	This is being done
al employees who have put in a service be made permanent	As this involves an important principle this will be placed before the Corporation.
for the benefit of employees should be	Either Provident Fund Scheme or Pension may be granted according to the General Policy.
o sets of suitable uniforms to male and 2 jackets to female employees	As this involves heavy cost, this will be placed before the Corporation.
ld be supplied 2 pairs of chappals ild also be provided with a rain coat.	As this involves heavy cost this will be placed before the Corporation.
e granted a weekly holiday.	Half a day per week and on General holidays is being granted.
be abolished and recruitment of rect	This does not arise as we are not adopting it.
de for the monthly supply of caster- d half a bottle of Phenyle.	This cannot be borne by the Corporation
f Rs.5/- per mensem should be paid to h, foulgas, and sewage etc.	This will be placed before the Corporation. It may be paid at Rs.3/- per month each.
al of employees should not be made ough and proper enquiry and the the right of being represented by such an enquiry.	This is being done according to rules. The representation of the Union officials in such departmental enquiries cannot be made obligatory.
should be started for the benefit he same should be managed by a Board e of a Union Representatives.	The Corporation has nothing to do with this. It will be only too happy if the employees start the S tores themselves.

ith Corporation free quarters.

with Corporation quarters. The remaining 89 sweepers are being paid a

lowance of Rs.2/- per month may be paid to all who have not been provided

ar 1953-54 to make provision for the construction of 100 sweepers's

e being paid Dearness Allowance at an uniform rate of Rs.21/- per

pots, specially opened for them by the Corporation.

True Copy

N Siddappa
Commissioner,
Corporation of the City of Bangalore

G R S App F VI—G 2]

SUBJECT

Diary No of letter replied to

General and Revenue Secretariat

( )

the *195*

Date of issue 195

Signed by

May this be—

(i) printed ?

(ii) treated as a standing order ?

(iii) published in the Gazette English Part ?

(iv) translated ?

(v) placed at the disposal of the Press ?

(vi) published in the Gazette Kannada Part ?

10 Copies

Section CM

Serial No 35-52

File No 109

Proceedings of the Government of His Highness the Maharaja of Mysore

Read—

Letter No B 1-/53-54 dated 11 5 53 from the Commissioner over Corporation of the city of Bangalore

Order thereon—No

forwarding for Sanction the Resolution dated 7-5-53 of the Corporation in the matter of grant of additional facilities such as enhanced pay, Casual Leave, Medical attendance, Quarters, etc to Sweepers and Scavengers (P T O).

24

Order No. 2509-12 Dt 25-5-53

The Corporation Labour Union, Civil Station and the City Corporation Sanitary Workers Association Salem filed to the Commissioner a demand notice on behalf of the workers regarding their grievances for suitable Reduction The Corporation on the paper the Recommendation of the Standing Committee concerned passed a Resolution on 25-3-1953 to form a Sub committee to examine the demands of these workers and make suitable Recommendation

The Sub-Committee after a thorough Consideration of all aspects of the question

List of Enclosures

Copied by

Examined by

WD 01406—GPB—12 000 —23 10 52

SUBJECT

25

Section
File No
Serial No

No

Diary No of letter replied to

To ... and having ... to
Corporation the facilities
which this class class of
employees were allowed ... in
other Corporations made
and hearing the Representatives
of the Civic Association also
made the following Recommendations
above to the Corporation -

(i) The basic pay of
male Sweepers only exclusive
of Scavengers to be increased
by Rs 2/ p M This means
giving them the grade pay
of Rs 20 - 1/2 24

General and Revenue Secretariat
( )
the *195*

Date of issue

Signed by

List of enclosures

Copied by

Examined by

WD 01416—GPB—30 000—11-10-52

(11) 26 An allowance of Rs 24 p.m to be given to the Scavenging workers who might find underground drainage, English Latrines, etc

(111) One month's Sick Leave and 15 days general Leave on full basic wages to be given to every Sweeper and two months maternity leave to Women Sweepers on full basic wages per a year

(iv) Uniforms to be given on the following scale -

Males. Two Shirts, two Knickers, and one pair of chappals a year

Females 2 Sarees. Each of 8 yds, 2 Blouses and one pair of chappals a year

(v) House Rent allowance at a uniform rate of Rs 24 p.m to all the Sweepers.

(vi) Gratuity to be paid on Retirement at the Rate of one months pay for every two years

Appendix F G—1]

27

SUBJECT

Section

File No

Serial No

No

To

Diary No of letter replied to

General and Revenue Secretariat

( )

the 195

Date of issue

Signed by

of Service Subject to a maximum of 12 months pay;

The Corporation at its meeting held on 7.5.53 have approved the Recommendation of the Sub Committee of the Secretary Conference upon the Unions agreeing not to put forth any other demand for a period of three years, the proposal hereby given effect to from the date of its acceptance

List of enclosures

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WD 01416—GPB—30 000—11-10-52

by the Unions

The additional facilities now recommended be stated to involve an extra annual expenditure of Rs 1,76,527/- provision for meeting which is reported to have been made in the current years Budget of the Corporation

The proposal of the Corpn as a reduction of 7 s' 53 made by

is approved subject to the modification that the House rent allowance will be paid only to those who are not provided with municipal rent free quarters)

Subs
Terms for orders.
23/6/53

of the Sweepers and Scavengers are not satisfied with these generous concessions and persist in their unreasonable attitude of attempting to go on a strike, the Corporation

Appendix F G—1]

29

SUBJECT

Section

File No

Serial No

Diary No of letter replied to

No

To

General and Revenue Secretariat

( )

the *195*

Date of issue

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List of enclosures

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Notes —— 9

Correspondence —— 31